



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



49th DIRECTING COUNCIL

61st SESSION OF THE REGIONAL COMMITTEE

Washington, D.C., USA, 28 September-2 October 2009

Provisional Agenda Item 5.5

CD49/27 (Eng.)
12 August 2009
ORIGINAL: ENGLISH

SALARY OF THE DIRECTOR AND AMENDMENTS TO THE STAFF REGULATIONS OF THE PAN AMERICAN SANITARY BUREAU

Amendment to the Staff Rules

1. The Executive Committee at its 144th Session considered the modifications to the Staff Rules made by the Director of the Pan American Sanitary Bureau and confirmed them in Resolution CE144.R15.

Salaries of Professional and Higher Categories and Staff in Ungraded Posts

2. The International Civil Service Commission recommended and the United Nations General Assembly endorsed, effective from 1 January 2009, an increase of 2.33% to the base/floor salary scale for the professional and higher categories through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points, i.e., on a “no loss/no gain” basis.

3. To maintain uniformity with WHO and the United Nations Common System, the Director of the Pan American Sanitary Bureau (PASB) approved similar adjustments in the base/floor salary scale for PASB staff in the professional and higher categories. Those adjustments were confirmed by PAHO’s Executive Committee at its 144th Session. In conformity with Staff Rule 330.4, similar adjustments were also approved by the Director and confirmed by the Executive Committee with respect to the salaries of the Deputy Director and Assistant Director of the PASB.

Salary of the Director

4. Based on the Executive Committee's action (paragraph 3, above) and for consistency, similar adjustments should also be made to the salary of the Director. Pursuant to Staff Rule 330.4, any adjustments to the salary of the Director must be approved by the Pan American Sanitary Conference or the Directing Council.

Amendment to Staff Regulation 11.2

5. In accordance with Staff Regulation 12.1, the Director submits to the Directing Council for its approval an amendment to Staff Regulation 11.2 (see Annex A). This amendment is considered necessary because PASB staff currently have recourse in appeal matters to the International Labour Organization Administrative Tribunal (ILOAT) and not to the United Nations Administrative Tribunal, as indicated in the rule.

Action by the Directing Council

6. The Directing Council is requested to consider the resolution in Annex B proposed by the Executive Committee concerning the salary of the Director and the amendment to Staff Regulation 11.2.

Annexes

STAFF REGULATION AMENDMENT

FORMER TEXT	PROPOSED TEXT
<p style="text-align: center;">Article XI Appeals</p> <p>....</p> <p>11.2 Any dispute which cannot be resolved internally, arising between the Bureau and a member of the staff regarding the fulfillment of the contract of the said staff member, shall be referred for final decision to the United Nations Administrative Tribunal.</p>	<p style="text-align: center;">Article XI Appeals</p> <p>....</p> <p>11.2 Any dispute which cannot be resolved internally, arising between the Bureau and a member of the staff regarding the fulfillment of the contract of the said staff member, shall be referred for final decision to the United Nations Administrative Tribunal <u>International Labour Organization Administrative Tribunal</u>.</p>



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PROPOSED RESOLUTION

SALARY OF THE DIRECTOR AND AMENDMENTS TO THE STAFF REGULATIONS OF THE PAN AMERICAN SANITARY BUREAU

THE 49th DIRECTING COUNCIL,

Having considered the amendments to the Staff Rules and Regulations of the Pan American Sanitary Bureau submitted by the Director in the Annex to Document CD49/27;

Considering the revision to the base/floor salary scale for the professional and higher-graded categories of staff, effective on 1 January 2009 (Resolution CE144.R15);

Taking into account the actions of the 62nd World Health Assembly regarding the remuneration of the Regional Directors; and

Recognizing the need for uniformity in the conditions of employment of staff of the Pan American Sanitary Bureau and the World Health Organization and consistency within PASB Staff Rules and Regulations,

RESOLVES:

1. To establish the annual salary of the Director of the Pan American Sanitary Bureau, effective on 1 January 2009, at US\$ 194,820 before staff assessment, resulting in a modified net salary of \$139,633 (dependency rate) or \$125,663 (single rate).
2. To approve the amendment to Staff Regulation 11.2 clarifying the jurisdiction of the Administrative Tribunal of the International Labour Organization over PASB appeal matters.